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ILR Research in Progress 2008-09

Keywords

Cornell University, ILR School, faculty publications, research

Comments

The production of scholarly research continues to be one of the primary missions of the ILR School. During a typical academic year, ILR faculty members published or had accepted for publication over 25 books, edited volumes, and monographs, 170 articles and chapters in edited volumes, numerous book reviews. In addition, a large number of manuscripts were submitted for publication, presented at professional association meetings, or circulated in working paper form. Our faculty's research continues to find its way into the very best industrial relations, social science and statistics journals.

FACULTY RESEARCH IN PROGRESS, 2008-2009

COLLECTIVE BARGAINING, LABOR LAW, AND LABOR HISTORY

Cook, Maria

“Advocacy Networks and Global Migration”

“Global Frames in National Settings: Comparing Migrant Rights Advocacy in Spain, Australia, and the U.S.”

“Authoritarian Legacies in New Democracies: Labor Unions in Comparative Perspective”

“Detention as Deterrence: Global Diffusion of a Failed Immigration Policy”

“Latin American Labor Studies: The View from North America”

“Unions and Labor Policy Under Left Governments in Latin America”

Cowie, Jefferson

“The Long Exception: The New Deal from FDR to Obama”

Daniel, Cletus

“How Hitler and the Japanese Militarists Saved the American Labor Movement”

1937: American Workers in Triumph, Tumult and Travail

DeVault, Ileen

Climate and Strikes

Working Wives and Mothers

Families at Work

Givan, Rebecca

Healing the System: Reforming the Healthcare Workplace in Britain and the US

Public Sector Employment in the Anglo-American Context

Work-Life Balance and Organizational Performance in Healthcare

Gold, Michael

Intellectual Origins of Disparate Impact

Labor Law Reform

Griffith, Katie

The Myth of Comprehensive Immigration Reform in the U.S.

Gross, James

The Current Status of Human Rights in U.S. public sector labor law and policy: A comparative U.S.-Canada Analysis

Hurd, Richard

Change To Win: Accomplishments, Shortcomings and Labor Strategy for the Future

The Impact of First Contract Arbitration: Evidence from Canada

The Potential Impact of the Employee Free Choice Act: Lessons from the Canadian Experience

U.S. Unions and the Obama Administration

Kuruvilla, Sarosh

Breaking Down Chinese Walls; Labor and Employment Relations in China

“A diagnostic Framework for Industrial Relations Global Labor standards and new measures of freedom of association”

“Offshoring: Survey of Client and offshoring firms”

Lieberwitz, Risa

Changing Concepts of Faculty Work: Assessing the U.K.'s Research Assessment Exercise

Salvatore, Nick

"The Long Exception: The New Deal from FDR to Obama"

Turner, Lowell

Immigrant workers and unions

HUMAN RESOURCE STUDIES

Bell, Bradford

"A Longitudinal Examination of the Effects of Team Building on Team Effectiveness"

"A multi-level examination of autonomy-supportive and controlling adaptive guidance"

"Examining the Effectiveness of diversity training: Individual and situational influences"

A multilevel analysis of the effects of technical interruptions on learning and attrition from web-based instruction

Collective failure: The emergence, consequences, and management of errors in teams

Collins, Christopher

A business case for diversity: The effects of diversity management practices, leader diversity, and diversity reputation on firm performance

The relationship between human resource management practices and small business performance: Examining the mediating role of employee attitudes and behaviors

Does human resource management make a difference? A comparison of the effects of HR practices, business strategy, organizational structure, and leadership on firm performance

Dragoni, Lisa

"Understanding the contingencies and consequences of state goal orientation emergence"

"Do the benefits of mentoring depend on the protégé? An empirical examination of goal orientation as a key contingency"

"Experience breadth and depth: Antecedents and career implications for executives"

Dyer, Lee

Complexity Science: Organizational Applications

Talent Allocation, Project Team Alignment, and Project Team Performance

Job Satisfaction, Customer Satisfaction, and Organizational Performance

Hallock, Kevin

"New Data for Answering Old Questions Regarding Employee Stock Options"

"Are Formal News Announcements Still Newsworthy?: Evidence from 40 Years of US Data on Earnings, Splits and Dividends"

"Employees' Choice of Method of Pay"

"Executive Compensation in American Unions"

"New Data for Answering Old Questions Regarding Employee Stock Options" (Working Paper)

"Pay" Book project on compensation.

"Pay and Performance for University Presidents"

"Pay and Performance for US Executives"

"Quantile Regression for Management Research"

"The Geography of Giving: The Effect of Corporate Headquarters on Local Charities"

"The Night Shift"

"The Value of Stock Options to Non-executive Employees"

Hausknecht, John

"Organizational justice perceptions and work outcomes: Dynamic trajectories and residual effects"

"The dynamic nature of applicants' reactions to selection: Effects of face validity, feedback, and reconsideration opportunity"

"Why high and low performers leave and what they

find elsewhere: Job performance effects on employment transitions”

Nishii, Lisa

“Attributions for diversity practices: do individual demographics make a difference?”

Gender diversity, group LMX, and performance

“The impact of inclusion for workers with disabilities”

The interaction of group diversity, leader characteristics, and creativity

“The moderating role of climate for inclusion on the relationship between group diversity, conflict, and satisfaction”

Wright, Patrick

“Chief Human Resource Officer Survey”

“HR and Performance in China”

“HR Practices and Proximal Outcomes”

“Human Capital, Behavior and Performance”

“Human Capital, Social Capital and Performance”

LABOR ECONOMICS

Abowd, John

“Older Workers’ Displacement and Mobility”

“The Economics of Mass Layoffs: Displaced Workers, Displacing Firms, and Causes and Consequences”

Blau, Francine

“Immigration, Gender and the Labor Market”

Boyer, George

Economic Insecurity, Safety Nets, and Living Standards in Britain, 1830-1938

“Aid for Civil War Widows and Dependent Children”

“Regional Welfare Cultures in Victorian Britain”

“Were the Liberal Welfare Reforms Needed? British Workers’ Living Standards in the Decade before the First World War”

Ehrenberg, Ronald

“Do Noninstructional Expenditures Matter?”

Pay and Performance for University Presidents

Persistence in STEM field majors

Trustee, President, and Provost Gender

Fields, Gary

Labor market models

Economic mobility

Bottom-Line Management [book manuscript]

“A Different View of the Crisis of Health Care Professionals in Africa: A Labor Market Approach”

Freedman, Matthew

Agglomeration, Product Differentiation, and Firm Entry

Improving Job Access and Outcomes: The Ways to Work Program

Industry Dynamics, Firm Selection, and Urban Agglomeration

Labor Market and Industrial Adjustment to the Clean Air Act: A Regression Discontinuity Approach

Older Workers’ Displacement and Mobility

Referral Networks and Job Matching

Returning Parolees and Criminal Activity

The Marginal Willingness to Pay for Clean Air

Hutchens, Robert

“Measuring Segregation When Hierarchy Matters”

“Worker Characteristics, Job Characteristics, and Opportunities for Phased Retirement”

Jackson, Kirabo

“Paying Kids for Performance: An Evaluation of the REACH Program”

“An Evaluation of an Aggressive Early Intervention Program on College Outcomes”

“Do Charter Schools Skim-off Good Teachers from Regular Public Schools?”

“Good Peers or good Inputs: Decomposing the Benefits of Attending a Better School”

“Health Insurance and Educational Outcomes: Evidence from SCHIP Expansions”

School Gender Ratios and Course Selection: Evidence from Cross-School and Within-School Variation

Kahn, Lawrence

Immigration, Gender and the Labor Market

Why Do Leaders Matter? The Role of Expert Knowledge

ORGANIZATIONAL BEHAVIOR

Bacharach, Samuel

Retirement-eligible but not Retiring: A Longitudinal Study of the Organizational- and Job-related Factors Associated with the Retention of an Older Workforce

New York City Transport Workers Working Conditions and Well being

“New York City Firefighters, Traumatic Stress and Workplace Conditions, and Wellbeing: 9/11 and Beyond”

“Work, Retirement and Drinking among Blue-Collar Retired Workers”

Besharov, Marya

“A Comparative Study of Meaning-Making in Organizations”

“Managing Contradictory Goals: A Longitudinal Study of Leadership in a Social Enterprise”

“Mission Goes Corporate: Employee Behavior in a Mission-Driven Business”

“Playing with Fire: Commitment, Control, and Autonomy in a Mission-Driven Business”

“The Firm as a Nexus of Meaning”

“Value Diversity in a Mission-Driven Businesses”

Hammer, Tove

The Health Effects of the Work Environment

Leadership Effectiveness in Local Unions

Lawler, Edward

Theory and research on the role of emotion in the production of cohesive relations or solidary groups

“Group Formation in Networks of Exchange”

“Structure and Group Cohesion: Dyad versus Triad Effects”

“Corruption as Social Exchange”

Social Commitments in a Depersonalized Age

Rubineau, Brian

“Finding the fulcrum: The subtle management of organizational culture”

“Future Paths: A Longitudinal study of the engineering pipeline”

“Political influence dynamics in 14 incipient and immersive social networks”

“Racial disparities in patient care and the role of medical education: An audit study”

“Resistance by other means: Manager's use of technological change to extend power”

“Spare me the mirror: Narcissist heterophily in network formation”

“Telltale ties: Measuring value homophily”

Sonnenstuhl, William

New York City Firefighters, Traumatic Stress and Workplace Conditions, and Wellbeing: 9/11 and Beyond

New York City Transport Workers Working

Conditions and Wellbeing

Work, Retirement and Drinking among Blue-Collar Retired Workers

Tolbert, Pamela

“Dimensions of status: How categorical, numeric and work group status affect preferences for similar others.”

“Institutions in action: The use of tenure systems for faculty employment in colleges and universities.”

“She works hard for the money: Relative earnings of spouses and satisfaction with work and family.”

“The impact of non-standard workers on standard workers’ perceived job security and work attitudes.”

“Dying to change? Causes and consequences of the transition from single-sex to coed college.”

“Conflicting conformity pressures and organizational decision-making.”

SOCIAL STATISTICS

Bunge, John

“Population size estimation based upon ratios of recapture probabilities”

“Consistency of the maximum likelihood estimator for the evolutionary tree”

“Staggering diversity and apparent endemism of microbial eukaryotes”

Karns, M. Elizabeth

“Bullying in the Workplace”

“Employment Discrimination Consent Decree Repository”

Velleman, Paul

Data Analysis

EXTENSION DIVISION

Adler, Lee

“Immigrant workers and unions”

Bjelland, Melissa

“Improving Census Surveys Using Administrative Data”

“The Economics of Mass Layoffs: Displaced Workers, Displacing Firms, and Causes and Consequences”

“Understanding the Decline in the Employment Rate of Working-Age People with Disabilities”

“Using the Empire Poll and the American Community Survey to Inform Disability Policy”

“Using U.S. EEOC Charge Data for Research and Dissemination”

Brewer, David

Collaborative Service Delivery and Regional Transition Leadership

Model Transition Program Evaluation

MTP Transition Services Model Study

Vocational Rehabilitation Counseling Perception of MTP

Brown, Nellie

Chemicals and Workplace Database

HAZOP of Manure Handling Systems for CAFOs

Health hazards manual for cosmetologists - 2nd edition

Bruyere, Susanne

Accessibility of Web Student Processes at Community Colleges

Addressing the Knowing/Doing Gap in Disability and Employment Programming: Validating a conceptual model for employment barriers in high growth employment sectors

Disability Demographics and Statistics

Employment Policy for People with Disabilities

Impacting Key Gatekeepers: Testing a Model for Reaching Mid-Levels Managers

Organizational Practices in Employing People w/ Disabilities

R3. Reaching Employers to Impact Disability Practices: Comparing Two Program Approaches

The impact of inclusion for workers with disabilities

Using U.S. EEOC Charge Data for Research and Dissemination

Calicchia, Marcia

Case Studies in Human Services (Leadership/ Management

Featherston, Larry

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Employers to Improve Disability Inclusiveness: Testing a Collaborative Approach

Wage differences among competitively employed women and men with disabilities

Ferguson, Kati

Collaborative Service Delivery and Regional Transition Leadership

MTP Transition Services Model Study

Vocational Rehabilitation Counseling Perception of MTP

Golden, Thomas

Model Transition Program: Sustaining Transition Systems Change

New York Makes Work Pay: Identifying the NYS Population of Potential MBI-WPD Eligibles and Minority Representation

Gray, Lois

Analysis of the Administrative Practices of National Unions

Book on Labor Relations in Arts and Entertainment

Hinkley, Nancy

Credit recovery programs and considerations for secondary transition services

Karpur, Arun

Collaborative Service Delivery and Regional Transition Leadership

Health Care Transition for Youth With Disabilities: A Follow-up Study Using the National Survey for Children with Special Health Care Needs

Model Transition Program: Sustaining Transition Systems Change

MTP Transition Services Model Study

Understanding the relationship between health/wellness and VR Outcomes for MTP youth

Vocational Rehabilitation Counseling Perception of MTP

Lazes, Peter

“Engaging Front-Line Staff for Quality and Safety? What's Working and What's Getting in the Way?”

“Union Mergers and Strategic Alliances”

Lopez-Soto, Edwin

“New York Makes Work Pay: Identifying the NYS Population of Potential MBI-WPD Eligibles and Minority Representation”

Pi, Sukyeong

“A Guide to RSA 911 data”

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Transition Leadership

“Effective VR Services using Propensity Score
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“Model Transition Program: Sustaining Transition
Systems Change”

MTP Transition Services Model Study

Vocational Rehabilitation Counseling Perception of
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VR Counselors' Perception of MTP

Rudstam, Hannah

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